

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

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**BIPIN CHAUDHUR**  
Claimant

**STRATEGIC STAFFING SOLUTIONS LLC**  
Employer

**APPEAL 21A-UI-18450-ED-T**  
**ADMINISTRATIVE LAW JUDGE  
DECISION**

**OC: 05/30/21**  
**Claimant: Appellant (2)**

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Iowa Code § 96.5(2)a – Discharge for Misconduct  
Iowa Code § 96.5(1) – Voluntary Quitting

**STATEMENT OF THE CASE:**

The employer/appellant filed an appeal from the August 13, 2021, (reference 01) unemployment insurance decision that denied benefits based upon the claimant voluntarily quitting for personal reasons. The parties were properly notified of the hearing. A telephone hearing was held on October 12, 2021. The claimant, Bipin Chaudhur, participated personally. The employer, Strategic Staffing Solutions LLC, did not participate. No exhibits were offered or admitted.

**ISSUES:**

Was the claimant discharged for disqualifying job-related misconduct?  
Did claimant voluntarily quit the employment with good cause attributable to employer?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant was employed full time as a database analyst from January 13, 2020 until May 28, 2020. Claimant's job duties included analyzing data and writing summaries. Claimant's immediate supervisor was Matt Howell.

A few days prior to May 28, 2020, claimant was told his job would end due to a lack of funds. Claimant's last day physically worked on the job was May 28, 2020. Claimant requested additional work. Claimant began working again as an analytic consultant on July 19, 2020. Between May 28, 2020 and July 19, 2020, no work was available for the claimant.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant was laid off due to lack of work. Benefits are allowed.

Iowa Code section 96.5(1) provides:

An individual shall be disqualified for benefits, regardless of the source of the individual's wage credits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

Iowa Admin. Code r. 871-24.1(113)a provides:

Separations. All terminations of employment, generally classifiable as layoffs, quits, discharges, or other separations.

a. Layoffs. A layoff is a suspension from pay status initiated by the employer without prejudice to the worker for such reasons as: lack of orders, model changeover, termination of seasonal or temporary employment, inventory-taking, introduction of laborsaving devices, plant breakdown, shortage of materials; including temporarily furloughed employees and employees placed on unpaid vacations.

Iowa Admin. Code r. 871-24.1(113)a provides:

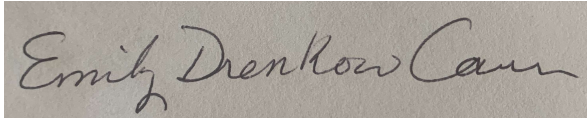
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The employer laid the claimant off for lack of work from May 28, 2020 through July 19, 2020. When an employer suspends a claimant from work status for a period of time, the separation does not prejudice the claimant. The claimant's separation was attributable to a lack of work by the employer. The claimant is eligible to receive unemployment insurance benefits for that period.

**DECISION:**

The August 13, 2021, (reference 01) unemployment insurance decision is reversed. The claimant was laid off from May 28, 2020 until July 19, 2020 due to a lack of work. Benefits are allowed, for this time provided the claimant is otherwise eligible.

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Emily Drenkow Carr  
Administrative Law Judge

October 14, 2021

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Decision Dated and Mailed

ed/kmj